

# Department of DOC-IPI (250) Facts – FY '10

<http://www.doc.state.ia.us/>

## General Information

**Address:** 2323 Dean Avenue  
Des Moines, IA 50317



## Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 73	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 14.60
--------------	-------------	--------------------	----------------------------------

Span of Control: 5.14	% Performance Evaluations Completed: 86.49%	Total Unemployment Insurance Claims: N/A
-----------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	40	<25	0	45-54	9	# of Females:	23	# of Males:	50
25-34	6	55-64	13	25-34	0	55-64	3	% of WF:	31.51%	% of WF:	68.49%
35-44	14	65+	0	35-44	2	65+	0	Average Age:	48.38	Average Age:	47.58
Employee Average Age: 47.84				Supervisor Average Age: 49.03				Average Length of Service: 16.96		Average Length of Service: 13.52	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	0	# of Non-minorities:	70
% of Workforce:	2.74%	# of Asian:	0	% of Workforce:	95.89%
Average Age:	38.66	# of American Indian:	0	Average Age:	47.90
Average Length of Service:	7.85	# of Hispanic or Latino:	2	Average Length of Service:	14.82

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	68
% of Workforce:	4.11%	% of Workforce:	93.15%
Average Age:	50.02	Average Age:	47.84
Average Length of Service:	25.45	Average Length of Service:	14.22

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 13	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 6	Skilled Craft EEO Category 7: 38	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 3	Transfer In: N/A
Retirements: 10	All Terminations: 0	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 22	Most Populous Classes: State Industries Technician (13), Senior State Industries Technician (13), State Industries Supervisor (7)		
Separations - By Class:	State Industrial Tech (6), Sr State Industrial Tech (2), State Industries Prod Coord (2)		
# Eligible for Retirement:	12 in the next 5 years	% Eligible: 16.44%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$7,336.01	Sick Leave Payouts: \$20,000.00	Annual Payroll: \$4,484,700.85	Avg. Base Salary: \$55,885.61	Overtime Days Worked: 42.7
Overtime Cost: \$13,396.11	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$377,583.96	Vacation Days Earned: 1,669.3	Vacation Used Expense: \$354,718.80	Vacation Days Taken: 1,599.3
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,151.9  Sick Leave -Earned Value: \$232,947.12	Reg. Sick Leave Used Expense: \$130,424.46	Reg. Sick Leave Days Used: 583.6  Avg. Sick Leave Days Per EE: 7.99	Converted Sick Leave To Vacation Days Used: 54.0  Converted Sick Leave To Vacation Used Expense: \$11,347.64
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$2,132.00	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$6,927.42	Funeral Days Used: 32.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$285.44	Jury Leave Days Used: 1.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Underutilization [UU] and Gains/Losses)

<b>Females:</b> Current Year (FY '10) RUU: N/A Current Year (FY '10) Goal: N/A Goal Achievement (FY '10): N/A	<b>Minorities:</b> Current Year (FY '10) RUU: N/A Current Year (FY '10) Goal: N/A Goal Achievement (FY '10): N/A	<b>PWD:</b> Year (FY '10) RUU: N/A Current Year (FY '10) Goal: N/A Goal Achievement (FY '10): N/A
---	--	---

Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010